

? b fulltext1, fulltext2

12dec05 09:57:36 User268077 Session D289.1
\$0.00 0.248 DialUnits FileHomeBase
\$0.00 Estimated cost FileHomeBase
\$0.02 TELNET
\$0.02 Estimated cost this search
\$0.02 Estimated total session cost 0.248 DialUnits

SYSTEM:OS - DIALOG OneSearch

File 15:ABI/Inform(R) 1971-2005/Dec 10
(c) 2005 ProQuest Info&Learning
File 16:Gale Group PROMT(R) 1990-2005/Dec 12
(c) 2005 The Gale Group
File 148:Gale Group Trade & Industry DB 1976-2005/Dec 12
(c) 2005 The Gale Group
File 160:Gale Group PROMT(R) 1972-1989
(c) 1999 The Gale Group
File 275:Gale Group Computer DB(TM) 1983-2005/Dec 12
(c) 2005 The Gale Group
File 621:Gale Group New Prod.Annou.(R) 1985-2005/Dec 12
(c) 2005 The Gale Group
File 9:Business & Industry(R) Jul/1994-2005/Dec 09
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File 20:Dialog Global Reporter 1997-2005/Dec 12
(c) 2005 Dialog
File 476:Financial Times Fulltext 1982-2005/Dec 13
(c) 2005 Financial Times Ltd
File 610:Business Wire 1999-2005/Dec 12
(c) 2005 Business Wire.
***File 610: File 610 now contains data from 3/99 forward.**
Archive data (1986-2/99) is available in File 810.
File 613:PR Newswire 1999-2005/Dec 12
(c) 2005 PR Newswire Association Inc
***File 613: File 613 now contains data from 5/99 forward.**
Archive data (1987-4/99) is available in File 813.
File 624:McGraw-Hill Publications 1985-2005/Dec 09
(c) 2005 McGraw-Hill Co. Inc
***File 624: Homeland Security & Defense and 9 Platt energy journals added**
Please see HELP NEWS624 for more
File 634:San Jose Mercury Jun 1985-2005/Dec 09
(c) 2005 San Jose Mercury News
File 636:Gale Group Newsletter DB(TM) 1987-2005/Dec 12
(c) 2005 The Gale Group
File 810:Business Wire 1986-1999/Feb 28
(c) 1999 Business Wire
File 813:PR Newswire 1987-1999/Apr 30
(c) 1999 PR Newswire Association Inc

*Dialog Search
12-12-05
JL*

Set	Items	Description
?	s	matrix (s) management (s) evaluation
Processing		
Processed 10 of 16 files ...		
Completed processing all files		
	298348	MATRIX
	16526955	MANAGEMENT
	1439328	EVALUATION
S1	476	MATRIX (S) MANAGEMENT (S) EVALUATION
?		
? ds		

Set	Items	Description
S1	476	MATRIX (S) MANAGEMENT (S) EVALUATION
?	s	(matrix (2n) management) (s) employee (s) evaluation
Processing		
Processed 10 of 16 files ...		
Completed processing all files		
	298348	MATRIX
	16526955	MANAGEMENT
	2014425	EMPLOYEE
	1439328	EVALUATION
S2	9	(MATRIX (2N) MANAGEMENT) (S) EMPLOYEE (S) EVALUATION
? ds		

Set	Items	Description
S1	476	MATRIX (S) MANAGEMENT (S) EVALUATION
S2	9	(MATRIX (2N) MANAGEMENT) (S) EMPLOYEE (S) EVALUATION
? t s2/3,k/all		

2/3,K/1 (Item 1 from file: 15)
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00167333 82-08894
Making Matrix Management Work
Kur, C. Edward
Supervisory Management v27n3 PP: 37-43 Mar 1982
ISSN: 0039-5919 JRNL CODE: SPM

ABSTRACT: In organizations using the principle of matrix management
many key middle-level managers make their reports to 2 superiors. Both
superiors have a formal, equal relationship with the reporting
employee .
The 4 main advantages of matrix management are: 1. greater
responsiveness to the market, 2. a greater coordination of efforts, 3.
a
...
...sense of direction and commitment, and 4. more effective cost
management. The main disadvantages of matrix management are: 1.
the
uncertainties that occur in the balance of power between the functional
and

product sides of the organization, and 2. the problems with integrating new employees into the **matrix** system. **Matrix management** should be distinguished from other management approaches such as task force management, project management, and... making methods, 4. interpersonal relationships, 5. size of organization, and 6. environmental conditions. Converting to **matrix management** must incorporate the use of a cyclical process. The conversion process should include performance planning, as well as an **evaluation** system to ensure that functional and product superiors get systematic feedback from teams and managers. In brief, responsiveness to change is what **matrix management** is all about. Figures. ...

2/3,K/2 (Item 1 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2005 The Gale Group. All rts. reserv.

04415785 Supplier Number: 46478575 (USE FORMAT 7 FOR FULLTEXT)
INNERDYNE RECEIVES ISO 9001 CERTIFICATION
PR Newswire, p0619SFW012
June 19, 1996
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 477

... of our work. We take tremendous pride in this achievement."
Upon completion of their initial **evaluation**, KEMA auditors noted that, with 96 percent compliance before any corrective action was required, InnerDyne had established "exceptional operational and engineering systems." The Company's rapid response teams, **matrix management** approach and new **employee** orientation were all cited as examples of the Company's outstanding operational protocols. Having achieved...

2/3,K/3 (Item 2 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2005 The Gale Group. All rts. reserv.

04392657 Supplier Number: 46443393 (USE FORMAT 7 FOR FULLTEXT)
QUALCOMM earns ISO 9001 certification.
Business Wire, p06051021
June 5, 1996
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 716

... of our work. We take tremendous pride in this achievement.'
Upon completion of their initial **evaluation**, KEMA auditors noted that, with 98 percent compliance before any corrective action was required, QUALCOMM had established ``exceptional operational and engineering

systems.'' The company's rapid response teams, **matrix management** approach and new **employee** orientation were all cited as examples of the company's outstanding operational protocols.
``What's...

2/3,K/4 (Item 1 from file: 148)
DIALOG(R) File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

08748514 SUPPLIER NUMBER: 18404567 (USE FORMAT 7 OR 9 FOR FULL TEXT)
INNERDYNE RECEIVES ISO 9001 CERTIFICATION
PR Newswire, p619SFW012
June 19, 1996
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 512 LINE COUNT: 00047

... operational and engineering systems." The Company's rapid response teams, matrix management approach and new **employee** orientation were all cited as examples of the Company's outstanding operational protocols. Having achieved...

2/3,K/5 (Item 2 from file: 148)
DIALOG(R) File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

08714076 SUPPLIER NUMBER: 18356344 (USE FORMAT 7 OR 9 FOR FULL TEXT)
QUALCOMM earns ISO 9001 certification.
Business Wire, p6051021
June 5, 1996
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 755 LINE COUNT: 00070

... operational and engineering systems.'' The company's rapid response teams, matrix management approach and new **employee** orientation were all cited as examples of the company's outstanding operational protocols.
``What's...

2/3,K/6 (Item 3 from file: 148)
DIALOG(R) File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

02970158 SUPPLIER NUMBER: 04369827 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Management by magic? Some fad techniques promise more than they can deliver.
Rohan, Thomas M.
Industry Week, v230, p56(2)

Sept 15, 1986

CODEN: IWEEA

ISSN: 0039-0895

LANGUAGE: ENGLISH

RECORD

TYPE:

FULLTEXT

WORD COUNT: 962 LINE COUNT: 00077

... PPBD (program planning and budgeting system); zero-base budgeting; quality circles, employee involvement, Theory X; **matrix management**; office of the president; unit presidents; and even "management by wandering around."

While each of...

2/3,K/7 (Item 1 from file: 621)

DIALOG(R)File 621:Gale Group New Prod.Annou.(R)

(c) 2005 The Gale Group. All rts. reserv.

01395752 Supplier Number: 46478575 (USE FORMAT 7 FOR FULLTEXT)

INNERDYNE RECEIVES ISO 9001 CERTIFICATION

PR Newswire, p0619SFW012

June 19, 1996

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 477

... of our work. We take tremendous pride in this achievement." Upon completion of their initial **evaluation**, KEMA auditors noted that, with 96 percent compliance before any corrective action was required, InnerDyne had established "exceptional operational and engineering systems." The Company's rapid response teams, **matrix management** approach and new **employee** orientation were all cited as examples of the Company's outstanding operational protocols. Having achieved...

2/3,K/8 (Item 2 from file: 621)

DIALOG(R)File 621:Gale Group New Prod.Annou.(R)

(c) 2005 The Gale Group. All rts. reserv.

01390357 Supplier Number: 46443393 (USE FORMAT 7 FOR FULLTEXT)

QUALCOMM earns ISO 9001 certification.

Business Wire, p06051021

June 5, 1996

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 716

... of our work. We take tremendous pride in this achievement.' Upon completion of their initial **evaluation**, KEMA auditors noted that, with 98 percent compliance before any corrective action was required, QUALCOMM had established ``exceptional operational and engineering systems.' The company's rapid response teams, **matrix management** approach and new **employee** orientation were all cited as examples of

the
company's outstanding operational protocols.
``What's...

2/3,K/9 (Item 1 from file: 813)
DIALOG(R) File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0963167 SFW012
INNERDYNE RECEIVES ISO 9001 CERTIFICATION

DATE: June 19, 1996 08:01 EDT WORD COUNT: 465

...of our work. We take tremendous
pride in this achievement."

Upon completion of their initial **evaluation**, KEMA auditors noted that, with 96 percent compliance before any corrective action was required, InnerDyne had established "exceptional operational and engineering systems." The Company's rapid response teams, **matrix management** approach and new employee orientation were all cited as examples of the Company's outstanding operational protocols. Having achieved...

? b 15

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12dec05 10:09:16 User268077 Session D289.2
    $1.94    0.360 DialUnits File15
        $1.65  1 Type(s) in Format  3
        $1.65  1 Types
$3.59 Estimated cost File15
    $2.80    0.519 DialUnits File16
        $3.10  2 Type(s) in Format  3
        $3.10  2 Types
$5.90 Estimated cost File16
    $5.01    0.928 DialUnits File148
        $4.65  3 Type(s) in Format  3
        $4.65  3 Types
$9.66 Estimated cost File148
    $0.16    0.030 DialUnits File160
$0.16 Estimated cost File160
    $0.70    0.130 DialUnits File275
$0.70 Estimated cost File275
    $1.55    0.287 DialUnits File621
        $3.70  2 Type(s) in Format  3
        $3.70  2 Types
$5.25 Estimated cost File621
    $0.50    0.092 DialUnits File9
$0.50 Estimated cost File9
    $0.92    0.917 DialUnits File20
$0.92 Estimated cost File20
    $0.06    0.055 DialUnits File476
$0.06 Estimated cost File476
    $0.20    0.197 DialUnits File610
$0.20 Estimated cost File610
    $0.22    0.222 DialUnits File613
$0.22 Estimated cost File613
    $0.28    0.049 DialUnits File624
$0.28 Estimated cost File624
    $0.02    0.018 DialUnits File634
$0.02 Estimated cost File634
    $0.86    0.159 DialUnits File636
$0.86 Estimated cost File636
    $0.07    0.073 DialUnits File810
$0.07 Estimated cost File810
    $0.07    0.069 DialUnits File813
        $1.30  1 Type(s) in Format  3
        $1.30  1 Types
$1.37 Estimated cost File813
    OneSearch, 16 files,  4.105 DialUnits FileOS
$3.20 TELNET
$32.96 Estimated cost this search
$32.98 Estimated total session cost    4.353 DialUnits
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File 15:ABI/Inform(R) 1971-2005/Dec 10
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Set Items Description

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? t 00167333/full

00167333/9

DIALOG(R) File 15:ABI/Inform(R)

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00167333 82-08894

Making Matrix Management Work

Kur, C. Edward

Supervisory Management v27n3 PP: 37-43 Mar 1982 CODEN: SPMNAU

ISSN:

0039-5919 JRNL CODE: SPM

DOC TYPE: Journal article LANGUAGE: English LENGTH: 7 Pages

DESCRIPTORS: Matrix; Management; Organizational structure;
Organizational

behavior; Organizational; Structure

CLASSIFICATION CODES: 2200 (CN=Managerial skills); 2300 (CN=Planning &
strategy); 2500 (CN=Organizational behavior)

ABSTRACT: In organizations using the principle of matrix management,
many

key middle-level managers make their reports to 2 superiors. Both
superiors have a formal, equal relationship with the reporting
employee.

The 4 main advantages of matrix management are: 1. greater
responsiveness

to the market, 2. a greater coordination of efforts, 3. a better
sense of

direction and commitment, and 4. more effective cost management. The
main

disadvantages of matrix management are: 1. the uncertainties that
occur in

the balance of power between the functional and product sides of the
organization, and 2. the problems with integrating new employees into
the

matrix system. Matrix management should be distinguished from other
management approaches such as task force management, project
management,

and traditional bureaucracy management. Each of these approaches can
be

compared in terms of: 1. accountability, 2. term, 3. decision-making
methods, 4. interpersonal relationships, 5. size of organization, and
6.

environmental conditions. Converting to matrix management must
incorporate

the use of a cyclical process. The conversion process should include
performance planning, as well as an evaluation system to ensure that
functional and product superiors get systematic feedback from teams and
managers. In brief, responsiveness to change is what matrix management
is

all about. Figures.

Set Items Description

--- -----
? s employee (s) (evaluation or assessment or rating) (s) (planning
(2n) (factor or data))

Processing

Processed 10 of 16 files ...

Processing

Completed processing all files

2014463 EMPLOYEE

1439358 EVALUATION

1178956 ASSESSMENT

1700324 RATING

5689463 PLANNING

1830735 FACTOR

12399757 DATA

S1 12 EMPLOYEE (S) (EVALUATION OR ASSESSMENT OR RATING) (S)
(PLANNING (2N) (FACTOR OR DATA))

? rd s1

S2 11 RD S1 (unique items)

? t s2/3,k/all

2/3,K/1 (Item 1 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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00978653 96-28046

Promotion commotion

Hornestay, David

Government Executive v26n11 PP: 59-63 Nov 1994

ISSN: 0017-2626 JRNL CODE: GOV

WORD COUNT: 2988

...TEXT: A viable upward mobility program requires continuous
monitoring,
with supporting data analysis. Overall planning and **evaluation** of
progress should be coordinated with input from EEO and personnel
officials,
the **employee** union, managers and participating employees.

The Equal Employment Opportunity Commission (EEOC) has consistently
upheld

a...

2/3,K/2 (Item 2 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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00901516 95-50908

Organization designs for the management of end-user computing:

Reexamining

the contingencies

Brown, Carol V; Bostrom, Robert P

Journal of Management Information Systems: JMIS v10n4 PP: 183-211

Spring

1994

ISSN: 0742-1222 JRNL CODE: JMI
WORD COUNT: 9579

...TEXT: areas were identified from the EUC literature for the people support, data, technology, and planning/ **evaluation** task areas (see section 3.3). The questionnaire asked for the hierarchical location (HIER) and...

...is concentrated equally between the IS department and user departments, and is at the individual- **employee** level. The questionnaire also asked for the position levels of those who participated in each...

2/3,K/3 (Item 3 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00294689 85-35123
System Combines Manufacturing Resource Planning and Decision Support Approach
Chong, Philip S.
Industrial Engineering v17n10 PP: 72-81 Oct 1985
ISSN: 0019-8234 JRNL CODE: INE

...ABSTRACT: structure, 2. a model for planning/decision making, 3. a model for control, and 4. **evaluation** and performance measures. A prototype MRP-DSS has been created on the IBM PC with...

...disk. MRP-DSS currently consists of 23 modules divided into 3 categories: resources, control, and planning. **Employee data control** is a resource module that permits the user to enter or view data relating to an **employee**. Shop order control is a control module that allows the user to enter or view...

2/3,K/4 (Item 4 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00133726 81-03497
Designing Performance-Oriented Training Programs
Stein, David S.
Training & Development Journal v35n1 PP: 12-16 Jan 1981
ISSN: 0041-0861 JRNL CODE: STD

...ABSTRACT: trainer and work group collaborate on the program design to produce agreed-upon changes in **employee** performance. The trainer has many diagnostic tools to assess learning needs; those used should be...

...specific program performance measures. Learner involvement should be an integral part of the training needs **assessment** process. The critical incident technique of training design relies on observed data and must address...

...or failure. A modified critical incident procedure involves 4 phases:
1. climate setting preceding program **planning** , 2. **data** collection and analysis, 3. interpretation done in consultation with department heads and work group supervisors...

2/3,K/5 (Item 1 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2005 The Gale Group. All rts. reserv.

12644294 Supplier Number: 135815647 (USE FORMAT 7 FOR FULLTEXT)
Assessing your company's training and organizational development needs.(Human Resources)
Winkler, Arnie
Bulletin (Northwest Public Power Association), v59, n3, p14(2)
March, 2005
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 963

(USE FORMAT 7 FOR FULLTEXT)
TEXT:
There is growing pressure to be cost-effective and efficient with training budgets. A comprehensive **assessment** will provide you with information to support organizational development strategies to present to policy makers, management, and **employee** groups. It will provide **data** for **planning** how money identified for development will be used in an efficient, effective, and defensible manner.

2/3,K/6 (Item 2 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2005 The Gale Group. All rts. reserv.

08875568 Supplier Number: 75958295 (USE FORMAT 7 FOR FULLTEXT)
The Right Tool Reduces Risk.(accounting software) (Buyers Guide)
McClure, Dave
Accounting Technology, v17, n2, p25
March, 2001
Language: English Record Type: Fulltext
Article Type: Buyers Guide
Document Type: Magazine/Journal; Trade
Word Count: 2681

... for insurance agents, Version 6 leaves that legacy behind to

present a solid and effective **planning** tool.

While **data** may be entered directly into the computer, the use of data gathering forms is designed...

...disability, survivor needs, accumulation, education, and asset allocation, or the four Business modules of key **employee evaluation**, business valuation and continuation, **employee** benefit analysis, and financial statements and ratios. While Version 6.0 tackles a number of...

2/3,K/7 (Item 1 from file: 148)

DIALOG(R) File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

13397923 SUPPLIER NUMBER: 70934899 (USE FORMAT 7 OR 9 FOR FULL TEXT)

A Look at GPRA Practices: How Far Have We Traveled?

CARLSON, RON

Public Manager, 29, 3, 25

Fall, 2000

ISSN: 1061-7639 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 3532 LINE COUNT: 00303

... guidance and training in planning and data systems development.

The

VBA provided support for an **employee skills assessment** that was used in carrying out its balanced scorecard activities.

Clearly Stated Performance Objectives and...

2/3,K/8 (Item 1 from file: 20)

DIALOG(R) File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

39103557 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Event Brief of Q1 2005 Watson Wyatt & Company Holdings Earnings Conference

Call - Part 1

FAIR DISCLOSURE WIRE

November 04, 2004

JOURNAL CODE: WFDW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 4372

... data and the results will be available to WW's clients to use in their **assessment** and mgt. of health plan. 5. The healthcare projects that WW won in 1Q05 include...and will continue to repurchase shares to offset dilution related to the Co.'s various **employee** incentive plans. 2. The Co. continues to look for acquisition opportunities. S2. Financial Review

(C...

... to the Co.'s captive insurance co., PCIC, and WW applied this gain directly to **employee** bonuses. 3. **Employee** bonuses in 1Q04 were \$13.5m, of which \$5.6m was the special bonus vs...4.2m in stock repurchases during 1Q05 to offset dilution related to the Co.'s **employee** performance plan.
5. CapEx for 1Q05 was low, but WW expects it to be slightly...

2/3,K/9 (Item 2 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

36527603

Jap: BTM implements learning platform

ASIAN BANKER JOURNAL

April 15, 2004

JOURNAL CODE: ABJ LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 373

... By working with Saba, Bank of Tokyo Mitsubishi expects to significantly reduce operating costs for **employee** learning and development, while broadening the scope for training by reducing the traditional reliance on...

... to web-based learning whenever and wherever they wish, flexibility will be greatly improved. The **evaluation** process by Bank of Tokyo Mitsubishi concluded that the solution offered by Saba best matched...

2/3,K/10 (Item 3 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

31714217 (USE FORMAT 7 OR 9 FOR FULLTEXT)

These companies are leading innovators

BUSINESS DAY (SOUTH AFRICA), p009

October 14, 2003

JOURNAL CODE: FBUD LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 372

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... the South African Qualifications Authority. It manages **employee** data, planning and scheduling of learning interventions, **assessment** and accreditation of learners and the completion of the Workplace Skills

Plan
and the Annual...

2/3,K/11 (Item 4 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

23823606 (USE FORMAT 7 OR 9 FOR FULLTEXT)
**Triangle Resource Group Announces the Launch of Saf-T-Net, a
Single,
End-to-end Small Business Emergency Management Solution**
BUSINESS WIRE
July 11, 2002
JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 607

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... considered data backup to tape as constituting
emergency
preparedness. Obviously, there is more to emergency **planning** than
data
backup, and Saf-T-Net now answers the call for this critical business
need
with...

? s weight? (s) (evaluation or rating or assessment) (s) (salary or promotion or stock or raise or compensation)
Processing
Processed 10 of 16 files ...
Completed processing all files
2456389 WEIGHT?
1439431 EVALUATION
1700374 RATING
1179060 ASSESSMENT
547795 SALARY
1613246 PROMOTION
9170477 STOCK
2467350 RAISE
1395331 COMPENSATION
S1 6435 WEIGHT? (S) (EVALUATION OR RATING OR ASSESSMENT) (S)
(SALARY OR PROMOTION OR STOCK OR RAISE OR
COMPENSATION)
? s s1 and ((allocat? or assign?) (5n) (manager? or supervisor?))
Processing
Processed 10 of 16 files ...
Completed processing all files
6435 S1
1282723 ALLOCAT?
1460388 ASSIGN?
9335410 MANAGER?
587013 SUPERVISOR?
46724 (ALLOCAT? OR ASSIGN?) (5N) (MANAGER? OR SUPERVISOR?)
S2 29 S1 AND ((ALLOCAT? OR ASSIGN?) (5N) (MANAGER? OR
SUPERVISOR?))
? rd s2
S3 26 RD S2 (unique items)
? t s3/3,k/all

3/3,K/1 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02733410 617973981
Debiasing Balanced Scorecard Evaluations
Roberts, Michael L; Albright, Thomas L; Hibbets, Aleecia R
Behavioral Research in Accounting v16 PP: 75-88 2004
ISSN: 1050-4753 JRNL CODE: ABRI
WORD COUNT: 5811

...TEXT: more than half of the variation in superiors' decisions to distribute a bonus to division **managers** . Performance and bonus **allocations** are highly correlated.

The remainder of the paper is organized into five sections. The next...

...saw fit in evaluating each manager's performance.

After making an overall evaluation of each **manager** 's performance, participants **allocated** a total year-end bonus fund of \$100,000 between the two division **managers** . These **allocations** are used to test H2. Then

they completed follow-up questions about the case, provided...

...Bonus Distribution (Allocation)

Our second hypothesis examines the influence of performance evaluations on

the bonus **allocation**. We calculated the difference in **managers'** bonuses

assigned by each participant. We regressed this difference on the differences in **managers'** overall performance evaluations **assigned** by

each participant using the Disaggregated BSC (PerformDiff), controlling for

differences in each manager's...1996) indicate employee behaviors are not

likely to be modified without a definite link to **compensation**. If the amount of **compensation** to be received is determined from a superior's **evaluation** of the employee's performance in meeting the division's goals,

then it is important to know how those superiors' evaluations are affected

by the inclusion of **weights** on the BSC. Our results indicate decision-makers' **compensation** decisions are strongly supported by the overall performance **evaluation** scores of the disaggregated Balanced Scorecard. This evidence, and similar evidence from practice, should reassure...

...bonus is, in fact, based on the messages communicated by management-but

only if the **weights** and disaggregated scores are made explicit.

The authors gratefully acknowledge the cooperation of Marlys Lipe...

3/3,K/2 (Item 2 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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02722283 617200501

THE RELATIVE PERFORMANCE PUZZLE

Maug, Ernst

Schmalenbach Business Review : ZFBF v52n1 PP: 3-24 Jan 2000

ISSN: 1439-2917 JRNL CODE: SBRW

WORD COUNT: 4819

ABSTRACT: The accepted theoretical models of executive **compensation** contracts all seem to imply that optimal remuneration packages should contain a relative performance element. The puzzle is that the empirical literature has found remarkably little relative performance **evaluation**.

This paper aims at resolving this puzzle by introducing the notion that the

manager can trade on assets other than her own company's **stock**. Then the

manager's portfolio strategy always adjusts for the risks of her **compensation** contract and she replaces the firm's benchmark with a "home-made" benchmark. She chooses exactly the **weights** and the

compensation of the benchmark that would otherwise be chosen in an optimal contract. In many cases...
TEXT: THE RELATIVE PERFORMANCE PUZZLE**

ABSTRACT

The accepted theoretical models of executive **compensation** contracts all seem to imply that optimal remuneration packages should contain a relative performance element. The puzzle is that the empirical literature has found remarkably little relative performance **evaluation**. This paper aims at resolving this puzzle by introducing the notion that the manager can trade on assets other than her own company's **stock**. Then the manager's portfolio strategy always adjusts for the risks of her **compensation** contract and she replaces the firm's benchmark with a "home-made" benchmark. She chooses exactly the **weights** and the composition of the benchmark that would otherwise be chosen in an optimal contract...

...without relative performance features, plus a short position in the stock market portfolio. Then the **manager**'s optimal portfolio **allocation** will change by neutralizing the relative performance feature with an offsetting long position in the...

...relative performance evaluation relative to the market index (alpha sub B

= 0). (ii) The resulting **allocation** for shareholder value, **managerial** effort and the slope parameter alpha

sub p

of the optimal contract is the same...

3/3,K/3 (Item 3 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02705705 537510481

An Empirical Investigation of the Performance Consequences of Nonfinancial Measures

Said, Amal A; HassabElnaby, Hassan R; Wier, Benson
Journal of Management Accounting Research v15 PP: 193-223 2003
ISSN: 1049-2127 JRNL CODE: AJMA

WORD COUNT: 11411

...TEXT: Finally, nonfinancial measures are less subject to manipulation since they are typically less dependent on **managerial** judgment than

are
cost **allocations** or balance sheet valuations (Rees and Sutcliffe
1994).

Prior studies investigating the relation between nonfinancial...

...Ittner et al. (1997) analyze the determinants of the use of
nonfinancial
performance measures in **compensation** contracts, finding that the
weight
placed on nonfinancial measures is positively associated with
innovation-oriented strategy, the adoption of strategic...

...proxy for poor financial performance. Bushman et al. (1996)
investigate
the use of individual performance **evaluation** (including nonfinancial
measures) in **compensation** contracts. They find that individual
performance **evaluation**, including the use of nonfinancial measures,
is
contingent upon several factors such as strategic growth...

...financial measures. The overall evidence provided by these studies
indicates that the use of and **weight** placed on nonfinancial
performance
measures are contingent upon several contextual and environmental
factors,
as well...

3/3,K/4 (Item 4 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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02385851 113196420

**The effect of portfolio weighting on investment performance evaluation:
The**

case of actively managed mutual funds

Block, Stanley B; French, dan W

Journal of Economics & Finance v26n1 PP: 16-30 Spring 2002

ISSN: 1055-0925 JRNL CODE: JOEF

WORD COUNT: 1585

...TEXT: return-generating factors when measuring fund performance.

There is another factor important to the performance **evaluation**
issue,
the **weighting** of individual securities within the portfolio. The
weight
that a portfolio **manager** **assigns** to a given security in a portfolio
can
make a contribution to return that is just as important as the security
selection and investment timing decisions. Because **stock** indexes,
such as
the S&P 500 Index, that are commonly used for performance **evaluation**
are
often value **weighted** (market-cap **weighted**), their use as benchmarks
for

evaluating non-value- **weighted** portfolios may fail to adequately identify fund performance. Strongin, Petsch, and Sharenow (2000) show that...

...of its managers' security analysis but rather by high concentration of risk in a value- **weighted** benchmark.

To what extent do portfolio managers tend to equally weight or value-weight their...

3/3,K/5 (Item 5 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

02329848 110284112
The strategy and structure of firms in the attention economy
Davenport, Thomas H; Beck, John C
Ivey Business Journal v66n4 PP: 48-54 Mar/Apr 2002
ISSN: 1481-8248 JRNL CODE: BSQ
WORD COUNT: 3683

...TEXT: attention on a goal, but it often pulls other means along with it, including performance **evaluation** and **compensation** systems, organizational communications and informal social networks. For individuals, the **weight** of an organizational title and a position in the organization chart are powerful forces that...pay full attention to international sales and support-to a distributed model, in which product **managers** were forced to **allocate** their attention between domestic and international markets. Since the domestic market produced most of the...

3/3,K/6 (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

02089780 63594665
The legal ramifications of performance appraisal: The growing significance
Martin, David C; Bartol, Kathryn M; Kehoe, Patrick E
Public Personnel Management v29n3 PP: 379-406 Fall 2000
ISSN: 0091-0260 JRNL CODE: PPM
WORD COUNT: 13511

...TEXT: his race by unfairly evaluating him in 1991, and by failing to properly increase his **salary** in 1992 as a result of his unfair 1991 performance **evaluation**. He also claimed that AT&T retaliated for his filing a charge of discrimination against...

...by removing him as manager of the Electronic Media Group. Hairston received an "exceeds" performance **rating** in 1991 (the possible ratings available were: far exceeds, exceeds, fully met, and unsatisfactory). Hairston...

...areas were the primary reason that he received an exceeds instead of a far exceeds **rating**. Selby received unsolicited negative feedback from four of Hairston's peers with whom he admitted... skills, he alleged that she rated him unfairly because of his race, using his 1991 **evaluation** as the basis for his claim. Selby rated Hairston's performance equally on "quantitative" and "behavioral" expectations. This **weighting** was within AT&T's policy of recognizing both types of factors, even though AT&T did not specify the precise **weight** each should receive. Hairston also alleged that Anne Lawrence, a similarly situated employee, received preferential...

...some negative feedback on Lawrence, which was incorporated into the areas for improvement in her **rating**. However, Selby had also received some positive feedback concerning Lawrence's interactions with people at... included four weeks in their Omaha and Minneapolis facilities. On June 1, 1991, Allen was **assigned** as the production **manager**, and Moten was reassigned to the newly-created position of warehouse manager. Allen was terminated five months later for unsatisfactory performance. Monks then **assigned** his office **manager** as interim production manager and promoted David Walker to the position of assistant production manager...

...in this position. In September 1992, Monks laid off Moten eliminating the position of warehouse **manager** and **assigning** the duties to other employees. Moten brought suit, alleging violation of the Equal Pay Act...

3/3,K/7 (Item 7 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

02042913 55104534
Effect of variation on knowledge accumulation in the internationalization process
Eriksson, Kent; Johanson, Jan; Majkgard, Anders; Sharma, D Deo
International Studies of Management & Organization v30n1 PP: 26-44
Spring 2000
ISSN: 0020-8825 JRNL CODE: ISM
WORD COUNT: 7696

...TEXT: the sorts of organizational inquiry that resolve incompatible

organizational norms by setting new priorities and **weightings** of norms and requiring an **evaluation** and restructuring of organizational norms, strategies, and assumptions. Double-loop learning arises when firms are...

...is stored in the firm's routines and processes, thereby transforming the firm's current **stock** of knowledge (Nonaka, 1991). Routines and structures associated with successes abroad are more likely to...single indicator. This single indicator is assumed to capture the overall cost judgments made by **managers**. "Additional" refers to an **assignment** received from either a new or an existing local or foreign customer.

Table 1

The...

3/3,K/8 (Item 8 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01741980 03-92970
Credit risk rating at large U.S. banks

Treacy, William F; Carey, Mark S
Federal Reserve Bulletin v84n11 PP: 897-921 Nov 1998
ISSN: 0014-9209 JRNL CODE: FRS
WORD COUNT: 18287

...TEXT: as a workout or loan review unit.

Who Assigns and Monitors Ratings, and Why?

Ratings are initially **assigned** either by relationship **managers** or the credit staff. Relationship managers (RMs) are lending officers (line staff) responsible for the...but the important role of middle-market loans in most banks' portfolios often makes rating **assignment** by relationship **managers** cost-effective. In the latter case, the rating system's resilience to shocks depends to...amount of additional reserves for OAEM and Pass loans according to their judgment, subject to **evaluation** by examiners.³⁵ Many banks develop reserve factors specific to each Pass category. According to ...
...the Pass grades in performing reserve analysis. In such cases, a single expected-loss (EL) **weight** is applied to balances in all Pass grades.

Such
a simplification is least costly in...

...of the Pass portfolio by risk grade is very stable. Profitability Analysis, Pricing Guidelines, and **Compensation** All banks we interviewed conduct internal profitability analyses (of different business lines, for example). Some banks do not use internal ratings at all in such analyses, whereas others include a **rating** -sensitive expected-loss cost but no **rating** -sensitive capital cost. The most sophisticated analyses involve both expected-loss costs and costs of allocated capital that vary by internal **rating** . The higher such costs, the lower the measured profitability of a business unit or individual transaction. The use of **rating** -sensitive profitability analysis thus has significant implications for the design and operation of internal **rating** systems.

(Graph Omitted)

Captioned as: 3.

(Graph Omitted)

Captioned as: 4.

To implement rating-sensitive...

3/3,K/9 (Item 9 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

(c) 2005 ProQuest Info&Learning. All rts. reserv.

01210944 98-60339

Candid feedback spurs changes in culture

Brotherton, Phaedra

HRMagazine v41n5 PP: 47-50 May 1996

ISSN: 1047-3149 JRNL CODE: PAD

WORD COUNT: 1525

...TEXT: behavioral assessment, where the 360degree feedback team assesses

"how" employees do their jobs; the major **assignments** and objectives portion, where the **supervisor** assesses employees' results and achievements; and the individual development plan, which the employee and supervisor...

...if I don't get results, that's not good."

The supervisor gives a summary **rating** that combines the scores from the behavioral components and the results component; components are equally **weighted** . The summary **rating** helps to determine bonuses, recommendations for **promotion** , lateral moves and sometimes staff reduction decisions.

THE CONFIDENTIALITY AND TRUST FACTOR
Whether companies use...

3/3,K/10 (Item 10 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01182986 98-32381

The politics of pay

Gupta, Nina; Jenkins, G Douglas Jr
Compensation & Benefits Review v28n2 PP: 23-30 Mar/Apr 1996
ISSN: 0886-3687 JRNL CODE: CPR
WORD COUNT: 4537

...TEXT: internal or external considerations

* Timing of assessments and reassessments

Choice of Compensable Factors and Subfactors

Compensation experts generally agree that base pay is affected by the traditional factors of skill, effort...

...instance, companies often give subfactors prevalent in male-intensive occupations (such as heavy lifting) greater **weight** than those prevalent in female-intensive occupations (such as caregiving).¹ Likewise, companies often give education a lot of **weight** in job **evaluation**, not necessarily because it is so important for a particular job but because of its...
...of subfactors can be a matter of political convenience, stereotypes, and biases rather than rational **compensation** decisions.

Sometimes, preserving the status quo is itself a matter of political expediency. We know...then, supervisors are forced to make artificial distinctions to achieve political recognition.

In short, how **supervisors** **allocate** pay raises has implications for them in terms of subordinate reactions and in terms of...

...Interdependence of Supervisors and Subordinates

Recent research has highlighted the importance of the interdependence between **supervisors** and subordinates in pay **allocations**.⁶

Supervisors

are dependent on their subordinates in many ways. A subordinate may possess a skill that...Subordinates, particularly politically astute subordinates, are familiar with recency effects in performance appraisals and pay **allocations**. They ensure that their **supervisors**, and their supervisors'

supervisors, take note of the "great work" they are doing before any...K.M.
Bartol & D.C. Martin, "Effects of Dependence, Dependency Threats, and Pay Secrecy on **Managerial Pay Allocations** ," Journal of Applied Psychology,
Vol. 74, 1989, pp. 105-113.
7. See R.L. Heneman...

3/3,K/11 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01095647 97-45041
Financial software products
Anonymous
Management Accounting v77n3 PP: 103-112 Sep 1995
ISSN: 0025-1690 JRNL CODE: NAA
WORD COUNT: 8071

...TEXT: and/or totals for multiple years; and intercompany eliminations also are provided. Other features are **manager** -defined posting controls, recurring and **allocation** journals, multiple audit-controlled budgets, pop-up account entry, notes, and automated budget preparation tools...and summarized in Period History. Period History contains dozens of facts and statistics related to **stock** items, services, financial accounts, customers, vendors, and employees. This history is a byproduct of normal...

...be entered at any time with unlimited notes and follow-up/review. Events may be **weighted** , assigned a value/cost, and given Excel Points to assist in the **evaluation** . Grades are maintained and may be viewed in the Report Card.

SPFC
SQL Accounting for...

3/3,K/12 (Item 12 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00746584 93-95805
Management systems and personnel evaluation
Gunn, Bruce
Management Decision v31n4 PP: 38-50 1993
ISSN: 0025-1747 JRNL CODE: MGD
WORD COUNT: 10198

...TEXT: point of effective management. These targets are the foundation for plans, strategies, tactics, priorities, resource allocation and the focal point of managerial actions. The formulation and achievement of goals is the essence of high-output management. Research...relative to predetermined performance standards, which the employee achieved in carrying out the project.

The weights for each of the activity assignments are multiplied by the value-added coefficients on the s productivity. After an adequate database is accumulated in a unit's evaluation system, thresholds can be set to designate below par, par and exceptional personnel performance. This information will provide valuable input into personnel decisions concern training, promotion, referral, remuneration etc. Thus, in stage 1 there is absolutely no substitute for objective evidence...
...by an employee, in carrying out his or her duties, in stage 2 of the evaluation process.

STAGE TWO: PEER EVALUATION

Subjective peer evaluations are notoriously spurious instruments for appraising an...

3/3,K/13 (Item 13 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00738484 93-87705

An assessment of the construct validity of three job evaluation methods: A
field experiment
Collins, Judith M; Muchinsky, Paul M
Academy of Management Journal v36n4 PP: 895-904 Aug 1993
ISSN: 0001-4273 JRNL CODE: AMA
WORD COUNT: 3555

...TEXT: job worth.

Job worth has traditionally been determined by two processes. The first is an assessment of a job's contribution to the overall welfare of an organization. This assessment manifests itself in some form of job evaluation ranging from whole-job ranking methods to job-decompositional methods that differentially weight the primary components, or compensable factors, constituting the job. Such methods are designed to produce...

...of equity within an organization. The second process is a comparison of

the levels of **compensation** that other employers are paying for equivalent jobs. A consideration of this factor in the **compensation** decision is designed to produce decisions that represent a sense of equity external to the organization. However, this factor is particularly fallible when used in setting **compensation** rates because there is no uniform going rate for jobs, as wages can be influenced...

...for advancing academic knowledge of job worth is the study of multiple methods of job **evaluation**. Such study can provide evidence of the construct validity of the factors organizations use to...

...under study. Without such a conceptual basis, it is unlikely that purely empirical studies of **compensation** can help better explain the construct of job worth.

A further concern is the use...during the normal work day. For each job, we summed the point value ratings the **managers assigned** to the four factors to obtain a total job worth score.

STATISTICAL ANALYSES

Estimates of...

3/3,K/14 (Item 14 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00670088 93-19309
A job evaluation case history
Wilde, Edwin
Work Study v41n2 PP: 6-11 Mar/Apr 1992
ISSN: 0043-8022 JRNL CODE: WST
WORD COUNT: 3651

ABSTRACT: A case history is presented of a job **evaluation** project that has been in successful operation for 3-4 years. The study involved a...

...was a job structure of 16 grades, no logical thought had been given to the **evaluation** of the jobs within that structure, so some employees were overpaid and some were underpaid. Consultants were hired to: 1. establish an objective grading structure, 2. devise an appropriate **salary** scale, 3. introduce a means of rewarding merit, 4. calculate the cost of the

changeover, and 5. recommend a program of implementation. The consultants adopted a conventional points system of **evaluation** against a number of criteria that reflected the characteristics of the various positions. The project involved construction of a **salary** scale, the concept of plus grades, merit **rating**, planning and staff evaluations, the actual **evaluation** procedure, grade comparison, and an implementation program. The criteria to be used were defined and **weighted**, after which the number of degrees was selected into which each criterion should be divided.

...TEXT: to divide different criteria into different numbers of steps, e.g. "working conditions" may be **assigned** five while " **supervisory** responsibility" eight degrees.

In this **assignment**, however, it was decided that there should be six levels for each criterion ranging, in...

3/3,K/15 (Item 15 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00623097 92-38199
Your Salary Administration System Is Out of Date
Hill, R. Bradley
HRMagazine v37n6 PP: 55-57 Jun 1992
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1763

...TEXT: level communicates the range of fixed or base pay associated with the job and helps **managers** control their fixed expenses.

Jobs **assigned** to the same target-earnings grade may have different base salary level assignments, depending on...

...the salary range midpoint.

Organizations that base job value on factor-or dimension-based job **evaluation** programs often assign jobs to a **salary** structure based on factor ratings and subsequent point values. Often the value, or **weight** of a factor is established according to its relationship to market base pay.
As variable...

3/3,K/16 (Item 16 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00540359 91-14703

Effects of Compensation Strategy on Job Pay Decisions

Weber, Caroline L.; Rynes, Sara L.

Academy of Management Journal v34n1 PP: 86-109 Mar 1991

ISSN: 0001-4273 JRNL CODE: AMA

ABSTRACT: The methods **compensation** managers from a wide variety of organizations use to combine information about current job pay rates, market rates, and job **evaluation** points to arrive at new pay rates were investigated. In addition, the role of organizational...

...examined, controlling for differences in organizational demographic characteristics. The results suggested that pay strategies affected **assigned** pay levels, with **managers** from market-leading and internally oriented firms assigning higher pay. Pay strategies appeared to influence the relative **weights** attached to market survey versus job **evaluation** information. Organizational demographics also affected assigned pay levels, though to a lesser extent than pay...

3/3,K/17 (Item 17 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2005 ProQuest Info&Learning. All rts. reserv.

00527256 91-01600

GE on the Prowl

Rohrer, Julie

Institutional Investor v24n16 PP: 93-96 Dec 1990

ISSN: 0020-3580 JRNL CODE: IL

...**ABSTRACT:** 1989, ranking it in the top 20% of the pension funds monitored by SEI Funds **Evaluation** Services. Currently, 33% of the pension fund is committed to domestic equities, 30% to fixed...

...indexed, with some \$5 billion in systematic, quantitatively managed portfolios. An investment committee of senior **managers** meets regularly to review the **allocations** among these asset classes, but 9 active equity portfolio managers have autonomy in industry and **stock** selection and **weightings**. This degree of freedom is unusual in an investment organization of GEIC's size.

3/3,K/18 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2005 The Gale Group. All rts. reserv.

14524727 SUPPLIER NUMBER: 82784410 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Fool's gold: Social proof in the initiation and abandonment of coverage by

Wall Street analysts.(Statistical Data Included)

Rao, Hayagreeva; Greve, Henrich R.; Davis, Gerald F.
Administrative Science Quarterly, 46, 3, 502(30)
Sept, 2001

DOCUMENT TYPE: Statistical Data Included ISSN: 0001-8392
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 12563 LINE COUNT: 01259

...AUTHOR ABSTRACT: forthcoming), and "Harnessing Managerial Knowledge to Implement Product-Line Extensions: How Do Mutual Fund Families Allocate

Managers across New and Old Funds," also with R. Drazin (Academy of Management Journal, forthcoming). He...

... Bikhchandani, Hirshleifer, and Welch, 1992:997). Recent adoptions by high-status actors were recent adoptions **weighted** by the status of the research department employing the analyst. We derived the status of research departments from the "All-America Research Team" **rating** issued by Institutional Investor magazine, which is the most widely watched **rating** in the industry. Each year Institutional Investor lists the top ten analysts said to excel in each of the four areas of **stock** picking, earnings estimates, written reports, and overall service. While some of these criteria are subjective...

...department's annual number of mentions in the four categories and used the sum to **weight** the number of recent adoptions by the status scores of each research department. Since most research departments have no all-America team members and thus get a **weighted** score of zero, these **weighted** scores reflect the behaviors of the most prominent departments.
We logged this variable (adding one...

3/3,K/19 (Item 2 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

07246145 SUPPLIER NUMBER: 15409747 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Political influence behavior and career success.

Judge, Timothy A.; Bretz, Robert D., Jr.
Journal of Management, v20, n1, p43(23)
Spring, 1994

ISSN: 0149-2063 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT;
ABSTRACT
WORD COUNT: 11213 LINE COUNT: 00936

... they can be expected to influence career success because affect has been related to performance **evaluation** decisions (Ferris et al., in press; Ross & Ferris, 1981; Wayne & Ferris, 1990). Given that liking or affect influences performance ratings, and since performance ratings

often
are the most heavily **weighted** criteria in **promotion** decisions
(Campbell, Dunnette, Lawler, & Weick, 1970; London & Stumpf, 1983;
Markham
et al., 1987), influence tactics...

...in obtaining career success because such tactics have been found to
increase liking. Conversely, self- **promotion** can be expected to lead
to
lower career success because such tactics decrease liking (Ferris...

...press; Villanova & Bernardin, 1989; Wayne & Ferris, 1990).
Furthermore,
since performance ratings are directly linked to **promotion** and
salary
decisions, the fact that past research has found that subordinate use
of
ingratiation tactics appears to lead to positive supervisor ratings of
subordinate performance while use of self- **promotion** tactics appears
to
lead to lower evaluations (Ferris et al., in press; Wayne & Ferris,
1990...
and Development Journal, 34: 70-74.

Bartol, K. M. & Martin, D. C. (1988). Influences on **managerial**
pay
allocations : A dependency perspective. Personnel Psychology, 41: 361-
378.

----- (1990). When politics pays: Factors influencing
managerial...

3/3,K/20 (Item 3 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

05926381 SUPPLIER NUMBER: 12719525 (USE FORMAT 7 OR 9 FOR FULL
TEXT)

Your salary administration system is out of date. (Competitive
Compensation
Strategies)

Hill, R. Bradley
HRMagazine, v37, n6, p55(3)
June, 1992

ISSN: 1047-3149 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 1933 LINE COUNT: 00170

... level communicates the range of fixed or base pay associated
with
the job and helps **managers** control their fixed expenses.

Jobs **assigned** to the same target-earnings grade may have
different
base salary level assignments, depending on...

...the salary range midpoint.

Organizations that base job value on factor- or dimension-based
job
evaluation programs often assign jobs to a **salary** structure based on

factor ratings and subsequent point values. Often the value, or **weight** of a factor is established according to its relationship to market base pay.

As variable...

3/3,K/21 (Item 4 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2005 The Gale Group. All rts. reserv.

05406579 SUPPLIER NUMBER: 10933975 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Evening up the pay scales. (wage discrimination against women)

Watts, Patti

Executive Female, v14, n4, p29(2)

July-August, 1991

ISSN: 0199-2880

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 1399 LINE COUNT: 00105

... of course, and he is also that much closer to a shot at the division **manager** 's post. The new client **assigned** to Steve runs a 70-year-old, profitable company that has been doing business with...

...on the basis of skill, effort, responsibility and working conditions in determining pay.

"Traditional job **evaluation** systems put **weight** on tasks like control of budget and heavy lifting rather than duties such as caring...

...Cohen, from the Reston, Virginia, office of Hubbard & Revo-Cohen, Inc.

"To develop an equitable **compensation** system you have to look beyond traditional measures. Take working conditions, for example. One of...

3/3,K/22 (Item 1 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

44453630

Growth Stocks Back in Style? Value investing has paid off since 2000. But

large-cap growth stocks won't stay down forever. Here's a fund to help you profit.

J. Gibson Watson III

ON WALL STREET

September 12, 2005

JOURNAL CODE: TOWS

LANGUAGE: English

RECORD TYPE: FULLTEXT

WORD COUNT: 870

... than 16% per year. Even excluding the first two years of that period-when growth- **stock** returns were at their worst-large value

outperformed large growth by nearly 8% per year...

... of their portfolio relative to the Russell 1000 Growth Index, regularly monitoring tracking error, sector **weightings**, position **weights** and fundamental portfolio characteristics. Such scrutiny provides investors with a portfolio that accurately represents the...

... sound investment approach that is centered on broad market themes on which to focus its **stock**-specific research. These themes currently include the new, mature Internet; the baby boomer generation preparing...

... broader economy. The portfolio is also spread among 45 to 60 positions, with no single **stock** comprising more than 5% of the portfolio (see chart, "Composition of Holdings," above right). Manager **Assessment** and Implementation Guidelines The Ashfield Advantage Growth Portfolio offers investors a true large-cap growth...

... won't shift dramatically with the market, which could distort an investor's overall asset- **allocation** strategy. Like most growth **managers**, Advantage Growth will incur double-digit losses in some quarters. So this separately managed account...

3/3,K/23 (Item 2 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2005 Dialog. All rts. reserv.

37743563

Bank Pekao SA - Interim Results - part 3

CNF

September 10, 2004

JOURNAL CODE: WRNS LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 13927

... end of period - 116,898 4. Financial instruments Financial assets held for trading Debt Other **Stock** and Cash, Receivables Total securities securities shares in balances from and other with financial financial... 7,311,476 held for trading including interest 23,495 40,243 */ Average yield represents **weighted** average profitability of purchased securities

to the nearest of the two dates: change of coupon...

... 079,192 - 7,418,695 maturity including interest 34,180
101,352 */

Average yield represents **weighted** average profitability of
purchased

securities to the nearest of the two dates: change of

coupon...12,144,411

available for sale including interest 47,995 178,156 */ Average
yield

represents **weighted** average profitability of purchased securities to
the

nearest of the two dates: change of coupon...1,204,967 - Sale
710,381

320,268 14,318 144,015 - 1,188,982 - - **Stock** -exchange
transactions

Currency futures 234 45 - - - 279 279 Purchase 46 45 - - - 91 - Sale
188 -

- - - 188...

...the terms of the contracts. 2) Fair values of derivative instruments
are

based on market (**stock** exchange) quotations or brokers

quotations. In

case of the instruments, for which reliable market quotations...in
order

to hedge against the interest rate risk of the securities
portfolio.

Futures on **stock** exchange indices and shares are contracts quoted on
the

Warsaw **Stock** Exchange. Contracts on indices refer to transactions
based

on MIDWIG and TECHWIG indices. Warrants are...

... for a given number of shares at the pre-determined price. Warrants
are

quoted on **stock** markets and do not give voting rights to their
holders.

Derivatives embedded in other instruments...

...to assess the potential replacement cost, the Group uses similar
methods

as by market risk **assessment** . In order to control the level of
accepted

credit risk, the Group performs the assessments...

... changes introduced by Banking Supervisory Board Resolution 1/2003
dated

4 June 2003. The risk **weighted** value of the balance sheet
receivables is

calculated as the product of balance sheet value and the risk
weight

appropriate for the client and the type of collateral. Risk
weighted

exposure to credit risk of derivatives is calculated on the basis
of a

balance sheet...

...credit liability equivalent (product of the nominal value of off-balance sheet liability and risk **weight**) and appropriate risk **weight** for the client and the type of potential collateral. Capital requirements resulting from credit risk are calculated by adding risk **weighted** assets and off-balance-sheet liabilities in the banking portfolio and multiplying this sum by...

...market risk as at 30 June 2004 Balance sheet instruments Instrument type
 Balance sheet Risk **weighted** value value Cash 931,358 -
 Receivables
 37,316,647 21,446,724 Debt securities 7...037 24,350,478 Off-balance-sheet instruments Instrument type Replacement cost Balance sheet Risk **weighted** value equivalent Derivatives Interest rate instruments: 313,399 372,682
 116,761 IRS 313,399...

... 761 Other off-balance-sheet instruments - banking portfolio Instrument type Off-balance Credit equivalent Risk **weighted** value sheet value Lines of credit 11,078,847 1,974,138 1,299,300...
 ... 250 1,625 325 Total trading portfolio 13,250 1,625 325 Balance sheet Risk- **weighted** Capital and off-balance value requirement sheet value Total banking portfolio (credit risk) 76,115...

... and desired profitability. Thanks to their saleability, the financial instruments constitute the Bank's liquidity **stock** allowing to endure potential crisis situations. According to the Banking Supervisory Board recommendations, the Bank...to the Bank's procedures, in particular those relating to the rules of transaction risk **evaluation** , establishing collaterals, setting authorisation limits for granting loans and limiting of exposure to some areas...

... in accordance with regulations. 4 persons out of the Bank's management and Bank's **Supervisory** Board were **assigned** 57,295 Series H shares. Issue price per share accounted for PLN 66. In 2003...in the Bank's sub-issue have unlimited transferability and are listed neither on

the
stock exchange nor on the OTC market. Securities issued by Urzad
Miasta
Poznan are traded on...of banks and financial holdings (par. 6.2) have
not
been included in the consolidation. **Stock** and shares in these
entities
are presented at purchase cost less permanent diminution value
write...

... Inspection Office. This information is provided by RNS The company
news
service from the London **Stock** Exchange

3/3,K/24 (Item 3 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
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37074892 (USE FORMAT 7 OR 9 FOR FULLTEXT)
**Event Brief of Q2 2004 SL Green Realty Earnings Conference Call - Part
1**
FAIR DISCLOSURE WIRE
July 21, 2004
JOURNAL CODE: WFDW LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 4411

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... SLG is sponsoring Gramercy Capital Corp. with a \$50m
investment to
acquire 25% of its **stock** at IPO. Q&A Focus: Structured
finance,
Gramercy, and acquisitions. FINANCIAL DATA A. Key Data...

... at 8.3%. 4. Earnings Performance: 1. Today, for the first time,
the
Co.'s **stock** broke \$50 on the New York Exchange. 2. SLG has
reached a
little over 9...finance co. that SLG is sponsoring with a \$50m
investment
to acquire 25% of Gramercy **stock** at IPO. 1. The Gramercy mgt. team
began
its road show last Tuesday, and expects...1. Less than 10% of the
balance
now consists of preferred equity investments. 2. The **weighted**
avg.
maturity for this portfolio is now around 4.8 years. 3. With the
\$75m...

... an issuance that was done the week before, where the issuer had a
BBB-
credit **rating** on its preferred, and therefore, BBB **rating** on
its
senior debt. 14. The market would seem to be implying that they
view...

...of FFO vs. \$3.5m for 2Q03. 1. This is directly a result of

the
 weighted avg. balances for 2Q04 being \$235m vs. \$120m last year,
and
reflective of the substantial...

... favorable with leasing velocity and avg. rents up, TI packages and
free
rents down. 2. **Weighted** avg. asking rents show a bump up in what the
avg.
asking rents were relative...

... yielding north of an 8% free and clear return. 8. Interest
Expense: 1.
With a **weighted** avg. balance of \$1.5b (Phonetic), at the end of
1Q,
SLG's **weighted** avg. interest rate is 5.35%, which is down from
5.53% at
this time...

... those units will reside with SLG and 30% of those units will
reside
with the **Manager** to be **allocated** to dedicated and full-time
employees
of the Manager. Some of which have already been...

3/3,K/25 (Item 4 from file: 20)
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28783074 (USE FORMAT 7 OR 9 FOR FULLTEXT)
**Event Brief of Q1 2003 Affiliated Managers Group, Inc. Earnings
Conference**

Call - Final - Part 1
FAIR DISCLOSURE WIRE
April 02, 2003
JOURNAL CODE: WFDW LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 4285

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... be appropriately optimistic about making new investments. 6.
When
appropriate, co. will be repurchasing its **stock** . S2. 1Q03
Highlights By
Channel (S.H.) 1. Operating Results: 1. Continuing declines in the...

... continued to allocate away from equities to fixed-income
products. 1.
Giving that co. is **weighted** toward equity products, co.
experienced
continued outflows during 1Q. 5. Mutual fund channel: net output...

... co. is confident in Tweedy, Browne's long-term prospects. The fund
has
five-star **rating** from Morningstar also listed among ten best
funds by
Business Week. 9. Although flows at...20m after-tax value in deferred

tax
accruals. 2. The accruals become permanent if AMG stock price is
\$95.31
or higher at the time of conversion of the floating rate
convertibles. 8.
However, because of trading price per stock per conversion
isn't
knowable today, co. can't be certain these deductions won't...

...operations and proceeds from sale of convertibles to re-purchase
745,000
shares of its stock0 at price of \$33.7m. 4. Co. paid
\$101.2m to
re-purchase half of...

... equity decreased to \$551m at end of 1Q, as earnings were more
than
offset by stock repurchases. 6. Co. announced to today board
authorized
to re-purchase up to an additional 5% of shares outstanding, or a
little
more than 1m shares of common stock, so co. can re-purchase shares
when
appropriate. S6. Earnings Guidance For 2003 (D.C...
... coming from? Other equity managers or if you're seeing a step-
up in
re- allocation from fixed-income managers. Within your
commentary on
high network channels, how big is (indiscernible) so I can get...

3/3,K/26 (Item 5 from file: 20)
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03884727 (USE FORMAT 7 OR 9 FOR FULLTEXT)
: ORDER OF THE BRITISH EMPIRE
GUARDIAN, pt, Steward, Corgarff Castle; for services to Conservation;
December 31, 1998
JOURNAL CODE: FGDN LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 6968

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... Galloway Fire Brigade; for services to the Fire Service; David
Mark
Griffiths, Senior Professional, Defence Evaluation and Research
Agency,
MoD; Ronald Lloyd Griffiths, for services to Pembrokeshire
Voluntary
Transport Assoc; Mrs...

... Mrs Valerie Andrea Harvey, for services to Elderly People in
Talgarth,
James Frederick Hawkes, Manpower Allocation and Security
manager ,
Devonport Management Ltd; for services to Defence Industry; Mrs

Elizabeth

Joyce Hay, Chairman, Voice of...for services to Prison Boards of Visitors;

London; John Anthony James Rook, for services to **promotion** of self-help

groups for Sufferers of Mental Illness; Essex; Mrs Margaret Roope, for

services... Weenan, Executive director, Task force Albania; for services to

Children of Albania; Northamptonshire; Mrs Lorraine **Weight** , for services

to Woolhampton Primary Schl, Berkshire; James Erskine Weir, for services to

Youth Football...